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## **COMMITTEE B, METHODS OF APPOINTMENT AND PROMOTION \***

From two or three sources suggestions have come to the attention of this Committee as to the desirability of a national registration bureau where information could be obtained by those having collegiate or university appointments to fill. It has been pointed out that it is often difficult for heads of departments and other administrative officers to find out where men and women can be found for new positions. It has been pointed out that many men and women who have not taken a degree or are about to take a degree, hesitate to sign with commercial bureaus. It has been suggested that if such an undertaking should be successful, it might become later on a place through which even higher positions might be filled.

The Chairman of the Committee sent a letter to the members of Committee B, asking whether, in their opinion, we should take under consideration the question of the formation of a Bureau of Information; and then further, if an affirmative answer were given, whether, in their opinion, this Association should undertake the formation of such a bureau, or whether it should try to find some other organization better prepared to undertake the work.

Ten members replied, seven stating that they think the Association should not undertake the running of such a bureau. Two stated that it might be better to leave the formation of such agencies to the universities. One member thinks that our Association should form such a bureau.

Six members of the ten believe that we should try to find some institution that would be willing to undertake the management of a National Bureau of Information. As this seems to be the majority opinion, the Chairman begs to lay before the Association the following proposals:

(1) If this Association can find some national organization in which it has confidence, that it empower its officers to approach such an organization in order to find out whether it will consider the formation of a bureau of information for college and university appointments. The details of such an arrangement will have to be left open at present until further plans can be matured. As a practical

\* For action of the Association, see page 3.

step forward, it is suggested that the American Council on Education be asked whether it would be interested in this plan and whether it is in a position to form such a bureau. Your Chairman has had an informal conversation with Dr. Capen, and is of the opinion that the Council on Education would take this matter under consideration if the formation of this bureau is endorsed wholeheartedly by the American Association of University Professors.

(2) The relation of such a national bureau to local bureaus should be carefully examined. It is scarcely necessary to point out that there is here no conflict but that a national bureau might go far towards coordinating local agencies. They look especially after their own men and naturally give them the preference over men from other institutions. It is clear that those seeking information will be glad not only to get it from the local agencies, but will often desire to look over the whole field. It may be true that the larger universities in the populous parts of the country do not feel the need of a national bureau so much as do the smaller universities not so favorably placed. Nevertheless, a national bureau covering a wider field might be of far-reaching service.

(3) The relation of a national bureau to commercial agencies should be carefully looked into before final action is taken. These agencies are largely concerned with positions in high schools, while the proposed national bureau will probably deal with men for collegiate and university positions. Even if there should be some conflict here, this need not, perhaps, be given too great weight provided the establishment of a national bureau meets a real need.

(4) Whether this Association desires to become in any way affiliated with the establishment of a national undertaking of this sort, after it has once been launched, is a question that the Committee would like to have fully discussed in open meeting. Such an arrangement could no doubt be established even if this Association undertook no further responsibility than that of advisor through one of its committees.

(5) Committee B asks, therefore, that the main question here brought forward be put to a vote. It will also welcome any suggestions that will be helpful in the organization of a national bureau of information if the vote is favorable for its establishment.

For the Committee,

T. H. MORGAN,  
*Chairman.*

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